

## Curriculum Vitae

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**Nationality:** South African

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## Teaching and Research Objectives

To use my teaching, experience and research skillset to enhance academic quality locally and internationally by providing teaching that empowers and encourages students to reach their full potential and achieve individual academic goals.

## Tertiary Education

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| 2017 | Doctor of Philosophy (PhD)<br>Southern Cross University, Gold Coast, Australia. Thesis Title: <i>The impact of social exchange on volunteer's workplace outcomes in non-profit organisations.</i>  |
| 2010 | Master of Commerce (M. Com), Industrial Psychology<br>University of Fort Hare, Alice Campus, South Africa: Dissertation Title: <i>The effects of organisational justice perceptions on survivors' organisational citizenship behaviour after downsizing at Fidelity Bank Plc, Nigeria.</i> |
| 2007 | Bachelor of Commerce (Hons), Industrial Psychology<br>University of Fort Hare,<br>Bhisho Campus, South Africa  |
| 2004 | Bachelor of Commerce (B. Com), Business Management and Industrial Psychology<br>University of South Africa<br>Pretoria, South Africa   |
| 1997 | Nigeria Certificate in Education (NCE- Technical)<br>Federal Polytechnic Auchi<br>Edo State, Nigeria   |

## Employment History

January 2022- till date	Senior Lecturer
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## **Key Responsibilities**

### Teaching:

- Develop and deliver high-quality lectures for Human Resource Management and Industrial Psychology courses. Also, prepare engaging teaching materials to support these courses.
- Research and incorporate relevant pedagogical approaches and technologies to enhance learning.
- Select relevant reference materials to supplement textbooks, ensuring students have relevant teaching and learning materials.
- Update course contents and modules to maintain alignment with latest disciplinary requirements.

### Supervision:

- Guide and supported postgraduate students throughout their research journey, including topic selection, methodology development, and dissertation writing.
- Provide guidance and support to PhD and Master's students, overseeing their theses' projects.
- Mentor honours students through research projects, fostering critical thinking skills, data analysis expertise, and effective communication of results.

### Assessment and Evaluation:

- Design and prepare assessments accurately reflecting learning outcomes.
- Mark assessments fairly and constructively, providing feedback to improve student learning.
- Supervise tests and examinations, upholding academic integrity and standards.

### Research:

- Conduct original research that contributes to the advancement of knowledge in my field.
- Actively contribute to the research community through peer review, editorial work, and participation in conferences and workshops.
- Disseminate research findings through publications in peer-reviewed journals, conference presentations, and other scholarly activities.
- Contribute to the development and implementation of the department's research strategy.
- Serve on research committees and review panels.

### Student Support:

- Offer academic and personal guidance to students, fostering their holistic well-being.

- Proactively monitor student progress, identifying and supporting those at risk.

June 2017- December 2021

Lecturer

School of Tourism and Business Management

Southern Cross University, Gold Coast, Australia

### **Key Responsibilities**

Teaching and Learning:

- Developed and delivered engaging face-to-face and online lectures for Human Resource Management and Business Management courses, that caters for diverse learning styles.
- Provided individual and group supervision to MBA students, guiding their research and mini-thesis development.
- Managed the online learning platform (Blackboard), ensuring smooth access and communication for students.
- Designed and assessed assignments aligned with learning objectives, providing constructive feedback to enhance student understanding.

Student Support and Development:

- Offered academic and personal guidance to MBA students, fostering their success and well-being.
- Actively participated in departmental meetings and seminars, contributing to discussions and learning from colleagues.
- Collaborated on curriculum development, revision, and academic planning, ensuring relevance and best practices in management education.
- Curated comprehensive bibliographies and specialised materials, equipping students with essential resources for their assignments.

May 2013 – June 2017

Tutor/Lecturer

School of Tourism and Business Management

Southern Cross University, Gold Coast,  
Australia

### **Key Responsibilities**

Teaching and Learning:

- Developed and delivered engaging face-to-face and online lectures on management courses, catering to diverse learning styles and ensuring course content aligned with curriculum objectives.
- Managed the Blackboard learning platform, ensuring smooth access, communication, and resource availability for students.
- Designed and facilitated assessments aligned with learning objectives, providing constructive feedback to enhance student understanding and performance.

#### Student Support and Development:

- Offered academic and personal guidance to students, promoting their success and well-being.
- Actively participated in departmental meetings and seminars, contributing to discussions and learning from colleagues.
- Stayed current with best practices in management education and pedagogy, implementing innovative teaching methods to enhance student engagement.

April 2009 – December 2012

Lecturer

Lovedale Technical Vocational Education  
and Training (TVET) College,  
King William's Town, South Africa

#### Key Responsibilities

##### Teaching:

- Delivered engaging management courses, including portfolio assessment for continuous evaluation.
- Developed and graded assessments, including assignments, examinations, and tests.
- Contributed to setting course and curriculum revisions, ensuring alignment with industry standards.
- Organise orientation programs for new students, facilitating their smooth transition into the academic environment

February 2007 – March 2009

Tutor

Department of Organisational/Industrial Psychology  
University of Fort Hare,  
Alice, South Africa

#### Key Responsibilities

- Tutored management courses to support students' learning and understanding.
- Provided individualised support to students through office hours, email, and online feedback, enhancing their academic progress and performance.
- Designed and evaluated diverse assessments, including assignments, mid-terms, and exams, providing constructive feedback to improve learning outcomes.
- Maintained a secure and professional testing environment during examinations, upholding academic integrity.

#### Professional Development

- Registered Assessor and Moderator in conducting, design and development of outcome-based assessments, and curriculum design and implementation.
- Certificate in Introduction to Teaching at Southern Cross University (SCU).
- Certificate in Facilitating Online Learning (Southern Cross University)
- Certificate in Getting Started with Hybrid-Flexible (HyFlex) Course Design (Online learning Consortium)

### **External Examination Experience**

- Examined a PhD Dissertation for the Department of Human Resources Management, Durban University of Technology, Durban, South Africa. The thesis was titled: *An employee engagement framework linked to leadership practices and organisational culture at a selected university of technology of technology in Kwazulu-Natal.*
- Examined a PhD Dissertation thesis for the Department of Human Resources Management, Durban University of Technology, Durban, South Africa. The thesis was titled: *The effects of internal communication on institutional success: A case study of a selected university of technology.*
- Examined a master's thesis for School of Management, IT & Governance, University of Kwazulu-Natal, South Africa. The thesis was titled: *Exploring job crafting of academic development officers at the University of KwaZulu-Natal.*
- Examined a master's thesis for the Department of Management Sciences, Durban University of Technology, Durban, South Africa. The thesis was titled: *The role of corporate communication in promoting employee engagement at UNICHEM services PTY LTD.*
- Examined a master's thesis for the School of Business Sciences, University of the Witwatersrand, Johannesburg, South Africa. The thesis was titled: *South Africa's higher education in the fourth industrial revolution: Incorporating IR4.0 generic skills and HR technological skills in the HRM program.*
- Examined a master's thesis for the Department of Management Sciences, Durban University of Technology, Durban, South Africa. The thesis was titled: *An assessment of reporting tools used for corporate social responsibility in the small, medium, and micro enterprises (SMME) sector in Kwazulu-Natal.*
- Examined a postgraduate diploma thesis for the School of Economics and Management Sciences, Sol Plaatje University, Kimberley, South Africa. The thesis was titled: *SMME\_perceptions towards local government support in Frances Baard District, Kimberley.*

### **Internal Examination Experience**

Examined one master's thesis for the Department of Industrial Psychology and Human Resource Management, North-West University, Vanderbijlpark, South Africa. The thesis was titled: *Investigating the relationships between work rumination, work engagement and turnover intention amongst educators in South Africa.*

### **Community Engagement**

Advisory Board Member: Fight4Youth, Currumbin Waters, Australia

Advisory Board Member: Kegelmaster, Canberra, Australia

### **Service to the Profession**

- Occasional reviewer for Sage Open Journal.
- Occasional reviewer for International Journal of Voluntary and Nonprofit Organisations (VOLUNTAS)
- Occasional reviewer for Journal of Africa Business
- Constantly review for Journal of Public and Nonprofit Affairs

### **Professional Associations**

- The South Africa Board People Practice (SABPP) - Member
- The Society for Industrial and Organisational Psychology of South Africa (SIOPSA) – Academic Member

### **Research Interests**

- Leadership and behaviours in organisations
- Management of non-profit organisations and social enterprises
- Organisational changes and crisis management
- Employee flourishing
- Positive organisational behaviour
- Employees' well-being
- Positive organisational behaviour
- Organisational justices and organisational citizenship behaviour

### **Publications**

**Usadolo, Q.E.,** Brunetto, Y., Gillett, P. and Nelson, S. 2023. The mediating impact of motive fulfilment on the relationship between supervisors and volunteers' intention to stay. *International Journal of Applied Management Science*, Vol. 15(1), pp. 1-27.

**Usadolo, Q.E.,** Brunetto, Y., Gillett, P. and Nelson, S. 2022. Connecting the Dots: Perceived organisation support, motive fulfilment, volunteers' job satisfaction, and Affective Commitment. *Sage Open*. <https://us.sagepub.com/en-us/nam/open-access-at-sage>

Usadolo, S.E, **Usadolo, Q.E** and Edigin, E. 2022. The Role of Communication Satisfaction in the Relationship between Leader-Member Exchange and Teachers' Affective Commitment. *African Journal of Inter/Multidisciplinary Studies*. Vol. 4(1), pp. 350-361.

**Usadolo, Q.E** and Usadolo, S.E. 2021. The effects of motive fulfilment in the relationship between perceived organisational support and affective commitment. *African Journal of Inter/Multidisciplinary Studies*, Vol. 3, pp 75-90.

Usadolo, S.E. and **Usadolo, Q.E.** 2019. The impact of lower-level management on volunteers' workplace outcomes in Non-profit organisation: The mediating role of supportive supervisor communication. *Voluntas: International Journal of Voluntary and Non-profit Organisations*, Vol. 30(1), pp. 244-258.

Usadolo, S.E. and **Usadolo, Q.E.** and Makwambeni, B. 2019. The influence of leader-member exchange on teachers' workplace outcomes at vocational colleges in South Africa: *Journal of African Business*, Vol. 21(2), pp. 264-287.

Usadolo, S.E. and **Usadolo, Q.E.** 2018. Linking psychosocial factors to young South Africans intention to use condom: The interactive effects of HIV/AIDS information: *e-Journal of Social Behavioural Research in Business*, Vol. 9(1), pp. 84-102.

**Omoruyi, (Usadolo), Q.** Chipunza, C. and Samuel, M.O. 2011. Perceptions of justice and extra-role behaviours of survivors after organisational restructuring at a consolidated bank in Nigeria. *SA Journal of Human Resource Management*, Vol. 9(1), pp. 1-14, DOI:10.4102/sajhrm.v9i1.344.

### Conference Papers

**Unravelling volunteer retention web: The interplay of perceived organisational support, job satisfaction, affective commitment, and intention to stay.** Paper presented at the Asian Conference on the Social Sciences (ACSS2024), Tokyo, Japan, 23-27 May 2024.

**Stifled, poor listening and lack of open communication in financial institutions during COVID-19".** Paper presented at Australia and New Zealand Communication Association (ANZCA) Conference, New South Wales, Australia, 23-25 September 2022.

**The impact of perceive organisational support on volunteers' affective commitment: The mediating role of leader-member exchange (LMX).** Paper presented at Community-Based Organisations (CBOs) Biannual Research Meeting, Perth, Western Australia, 13-18 February 2019.

**Supervisor-subordinate relationship on volunteers' job satisfaction and intention to stay:** Conference paper presented at 10th Annual Australia Volunteering Conference, Brisbane, Australia, 5-7 October 2018.

**The influence of leader-member exchange on volunteers' intention to stay:** A mediation analysis. Paper presented at 18<sup>th</sup> Annual Conference of the Society for Industrial and Organisational Psychology of South Africa (SIOPSA), Pretoria, South Africa, 19-21 July 2016.

**The impact of social exchange on volunteers, workplace outcomes in non-profit organisations.** Paper presented at Southern Cross Postgraduates Association (SCPA) Annual Research and Practice Conference, Gold Coast, Australia, 18-19 June 2015.

### Supervision Experience

#### **Currently supervising the following Master's and PhD students:**

Sibanda, P. Adoption of electronic-human resource management: Challenges and opportunities among small and medium enterprises in Zimbabwe (PhD).

Ntloko, A. Exploring emotional labour among female correctional officers: Challenges and Support Mechanisms.

Mphuthi, I. Academic staff retention: Employees' perception of hybrid work as an employee value proposition.

Satsha, V. Authentic leadership and employee performance: The role of motivation in the South African work context.

Strydom, A. Authentic leadership and intention to leave: The indirect effects of psychological safety and supervisory trust in a South African quick service restaurant chain

Nkosi, T. The role of organisational justice on organisational citizenship behaviour amongst skilled workers in the mining industry.

#### **Already completed Honour's and Master's students:**

Nkomo, K. 2022. Exploring the importance of work-life balance amongst honours students in South African universities.

Van Der Westhuizen, A.N. 2022. Assessment methods and student well-being: Exploring students' thoughts and experiences.

Arthur, G. 2019. Employees' satisfaction and turnover in Gantry restaurant (Completed MBA mini thesis).

Cavanaugh, T. 2019. Retaining organisational capability when faced with staff attrition in Hag (Completed MBA mini thesis).

#### **Referees**

##### **Professor Yvonne Brunetto**

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##### **Dr Thapelo ChaaCha**

Programme Leader Human Resource Management  
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